



Skagit Conservation District FY2016 (7/1/15 – 6/30/16) Annual Work Plan

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Mission of the Skagit Conservation District

The mission of the Skagit Conservation District is to bring voluntary, incentive-based natural resource solutions to citizens of Skagit County and beyond by providing technical, financial, and educational resources.

Natural Resource Priorities

Water Quality – Protecting, preserving and enhancing the water quality of Skagit County's fresh and saltwater resources for all beneficial uses and users is a top priority for the Skagit Conservation District.

This is a local, regional, and state natural resource priority.

Data Sources: Skagit County, WAC 400-12 Watershed plans, Ecology TMDLs (Lower Skagit, Nookachamps, Samish), Puget Sound Partnership Action Agenda, Puget Sound Shellfish Initiative, Skagit Conservation District Stream Team/Storm Team monitoring data, Natural Resources Conservation Service Resource Inventory, Governor's Blue Ribbon Panel Report on Ocean Acidification, Governor Jay Inslee: Results Washington

Other entities engaged in addressing this resource concern: Skagit County, Samish Indian Nation, Upper Skagit Indian Tribe, Swinomish Indian Nation, Washington State Conservation Commission, Puget Sound Partnership, Skagit Conservation Education Alliance, Natural Resources Conservation Service, Environmental Protection Agency, Washington State Departments of Agriculture,

Ecology, Natural Resources, and Health, Skagit Shellfish Growers, Skagit County Cattlemen's Association, Skagit County Ag Advisory Board, The Nature Conservancy, Skagit County Dairyman's Association, Western Washington Agricultural Association, RE Sources, Puget Sound Baykeepers, Governor's Shellfish Office, USDA Local Work Group, and WSU Extension

Forest Health – With nearly 80% of Skagit County under tree cover, maintaining vibrant, healthy forests is a priority not only for a sustainable forest industry, but is essential for watershed health.

This is a local, regional, state, and national resource priority.

Data Sources: Skagit County, Puget Sound Partnership Action Agenda, Natural Resources Conservation Service Resource Inventory, Skagit Chinook Recovery Plan, Skagit Watershed Council Habitat Work Schedule, National Cohesive Wildland Fire Management Strategy: Phase III, Healthy Forest Restoration Act, Healthy Forest Initiative, Governor Jay Inslee: Results Washington Skagit County Envision 2060 Citizen Committee Final Recommendations, "Preserving Our Heritage, Shaping Our Future"

Other entities engaged in addressing this resource concern: Skagit County, Skagit County Forestry Advisory Board, Washington Department of Natural Resources, US Forest Service, Natural Resources Conservation Service, the Skagit Land Trust, the Upper Skagit Indian Tribe, and USDA Local Work Group

Appropriate Land Use/Conversion/Population Growth – A growing population puts growing pressure on critical natural resources lands and the industries and beneficial uses they support.

This is a local, regional, state, and national natural resource priority.

Data Sources: Skagit County Comprehensive Plan, Puget Partnership Action Agenda, Natural Resources Conservation Service Resource Inventory, Department of Ecology - Instream flow rule, Mundy/Land "Skagit County Agri-Industrial Critical Mass Study (draft)", American Farmland Trust "Cost of Community Services", American Farmland Trust "Losing Ground: Farmland Protection in the Pacific Northwest", WSU Skagit County "Skagit County Agricultural Statistics", Skagit County Envision 2060 Citizen Committee Final Recommendations, "Preserving Our Heritage, Shaping Our Future", Governor Jay Inslee: Results Washington

Other entities engaged in addressing this resource concern: Skagitians to Preserve Farmland, Western Washington Agricultural Association, The Nature Conservancy, Skagit County Ag Advisory and Forest Advisory Boards, Skagit County Ag Leaders Committee, American Farmland Trust, Washington State Conservation Commission Office of Farmland Preservation, Recreation and Conservation Office, Natural Resources Conservation Service, Washington Wildlife and Recreation Coalition, Smart Growth, Friends of Skagit County, and the Skagit Land Trust

Habitat Protection and Restoration – Skagit County is home to an abundance of fish and wildlife species. Maintaining the environment critical to their survival also helps to maintain our sense of place.

This is a local, regional, and state natural resource priority.

Data sources: Skagit County Comprehensive Plan, WAC 400-12 Watershed plans, Puget Partnership Action Agenda, Puget Sound Shellfish Initiative, Natural Resources Conservation Service Resource Inventory, Skagit Chinook Recovery Plan, Western Washington Agricultural Association - Data from Tide Gate Fish Initiative, Skagit Watershed Council Habitat Work Schedule, Governor's Blue Ribbon Panel report on Ocean Acidification, Western Washington Agricultural Association - Drainage Fish Initiative, Healthy Forest Initiative, Governor Jay Inslee: Results Washington, Skagit County Envision 2060 Citizen Committee Final Recommendations, "Preserving Our Heritage, Shaping Our Future"

Other entities engaged in addressing this resource concern: Skagit County, all Washington state natural resource agencies, Skagit Watershed Council, US Forest Service, Natural Resources Conservation Service, Samish Indian Nation, Upper Skagit Indian Tribe, Swinomish Indian Nation, Skagit River Systems Cooperative, The Nature Conservancy, Skagit Fisheries Enhancement Group, Skagit Land Trust, Seattle City Light, National Oceanic and Atmospheric Administration

Soil Tilt Maintenance – Skagit County is recognized as having some of the finest soils in the world. It is imperative that we maintain and enhance the productivity of this finite resource.

This is a local, state, and national natural resource priority.

Data sources: Natural Resources Conservation Service Resource Inventory and Soils Survey

Other entities engaged in addressing this resource concern: Western Washington Agricultural Association, Skagitonians to Preserve Farmland, Natural Resources Conservation Service, WSU Extension, USDA Local Work Group, and National Conservation Partnership

Climate Change/Ocean Acidification – The Skagit Conservation District will work to increase awareness on what changes in our environment can/may occur, and how we will adapt our natural resource management strategies to address them.

Data Sources: Puget Partnership Action Agenda, Puget Sound Shellfish Initiative, National Cohesive Wildland Fire Management Strategy: Phase III, Governor's Blue Ribbon Panel Report on Ocean Acidification, WWAA - Drainage Fish Initiative

Other entities engaged in addressing this resource concern: Skagit County, Western Governors Association, Washington State, Washington Shellfish Growers

Water Quantity – Too much and too little regarding water quantity are both concerns in Skagit County. Addressing problems caused by flooding and poor drainage as well as low stream flows and closed basins is critical.

This is a local and state natural resource priority.

Data Sources: Skagit County, WAC 400-12 Watershed plans, Natural Resources Conservation Service Resource Inventory, Department of Ecology - Instream flow rule, Skagit Chinook Recovery Plan, Skagit Watershed Council Habitat Work Schedule, Western Washington Agricultural Association - Drainage Fish Initiative

Other entities engaged in addressing this resource concern: Skagit County, Skagit County Dike and Drainage Districts, Western Washington Agricultural Association, Department of Ecology, Upper Skagit Indian Tribe, Skagitians to Preserve Farmland, The Nature Conservancy, National Oceanic and Atmospheric Administration



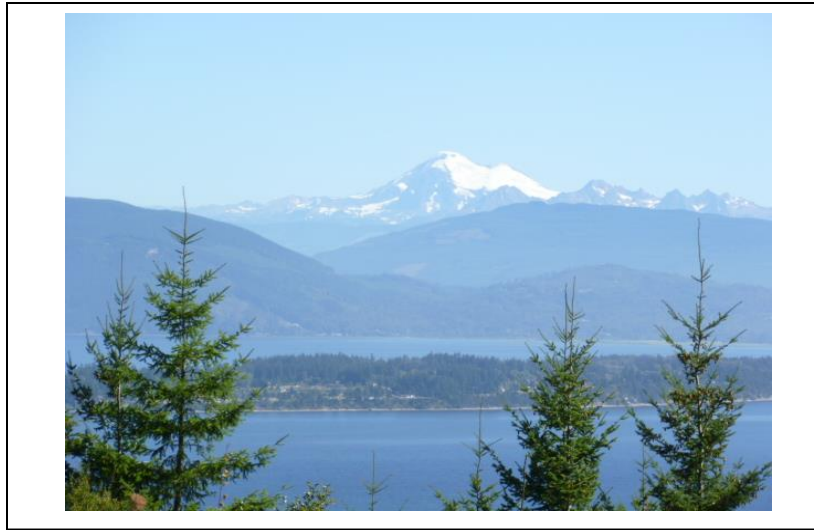
Invasive Species – Controlling and eradicating harmful plant and animal species is important to maintain healthy land/seascapes.

This is a local, regional, state, and national natural resource priority.

Data sources: Natural Resources Conservation Service Resource Inventory, Washington Department of Fish and Wildlife, Samish Indian Nation, and The Nature Conservancy field inventories

Other entities engaged in addressing this resource concern: Natural Resources Conservation Service, Samish Indian Nation, The Nature Conservancy, WA Department of Natural Resources, US Forest Service, Skagit Watershed Council, Washington Shellfish Growers, and National Association of Conservation Districts

Natural Resources Program Areas



Program Areas: Water Quality Protection and Improvement, Ocean Acidification

Address negative human and animal impacts to water quality as well as runoff/storm water from all sources; prioritizing lands impacting water bodies on EPA's 303(d) list in Skagit County.

Goals:

- By 2019, water quality in Samish Bay will have been improved sufficiently to allow the Department of Health to upgrade from conditional use to approved status.
- By 2017, the SCD will have developed and implemented a comprehensive water quality monitoring program.
- By 2019, monitoring in other priority waterbodies will indicate improvement trends.
- By 2018, complete data analysis and initiate program development on ocean acidification issues.

Natural Resource Measurable Result Objective: An additional 10% decrease in fecal coliform levels monitored for 2015 in the Samish basin

Programmatic Measurable Result Objective: Sixteen conservation plans prioritizing regulatory referrals and other landowners in the Samish and Padilla Bay/Bay View Basins developed and implemented

Funding Sources: Skagit County, Washington State Conservation Commission, City Interlocal Agreements, Puget Sound Partnership, Natural Resources Conservation Service

Activities for FY2016	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none"> ✓ <i>Provide technical assistance to commercial and non-commercial agricultural producers</i> <ul style="list-style-type: none"> <i>Write sixteen conservation plans prioritizing ECY referrals and other landowners in the Samish and Padilla Bay/Bay View Basins</i> <i>Update ten dairy nutrient management plans, prioritizing dairies in the Samish Basin</i> <i>Coordinate peer-to-peer neighborhood outreach program</i> ✓ <i>Provide/locate cost-share to implement BMPs identified in plans, prioritizing implementation in the Samish Basin</i> ✓ <i>Conduct five workshops for small scale/noncommercial agricultural producers and other audiences</i> ✓ <i>Coordinate with other agencies on watershed planning and implementation efforts</i> ✓ <i>Clean Samish Initiative participation</i> <ul style="list-style-type: none"> <i>Executive Committee</i> <i>Project Delivery Team</i> <i>Outreach/Education Subcommittee</i> ✓ <i>Skagit Conservation Education Alliance participation</i> ✓ <i>Puget Sound Partnership/Econet participation</i> ✓ <i>Coordinate Stream Team Monitoring</i> ✓ <i>Coordinate Storm Team Monitoring</i> ✓ <i>Coordinate Marine Biotoxin Monitoring</i> ✓ <i>Implement RCPP</i> ✓ <i>Begin data analysis on ocean acidification and sea level rise</i> ✓ <i>Develop DNA testing program</i> ✓ <i>Implement a stormwater education and public involvement program, which includes Low Impact Development (LID)</i> <ul style="list-style-type: none"> <i>Maintain current interlocal agreements and programs with jurisdictions that are subject to stormwater</i> 	June 2016	John, Jeff: Technical Assistance Kristi, Cindy: Education	4 FTEs	\$325,550	

<p>regulations</p> <p><i>Continue to promote the Clean and Green Car Wash Kit program</i></p> <p><i>Develop and distribute stormwater educational fact sheets and brochures</i></p> <p><i>Conduct Backyard Conservation Short course</i></p> <p><i>Develop technical assistance and cost-share program for homeowners to install rain gardens – seek funding</i></p> <p><i>Continue the storm drain labeling program in Mount Vernon, Burlington, Anacortes, And Urban Growth Areas of Skagit County</i></p> <p><i>Promote stormwater education and water quality protection through presentations utilizing the Enviroscape model</i></p> <p><i>Provide resource materials for local schools</i></p> <p><i>Host public meetings and workshops</i></p> <p><i>Assist staff from the cities, County and drainage districts with Storm Water Management Program (SWMP) evaluation</i></p>					
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Program Areas: Forest Health and Invasives

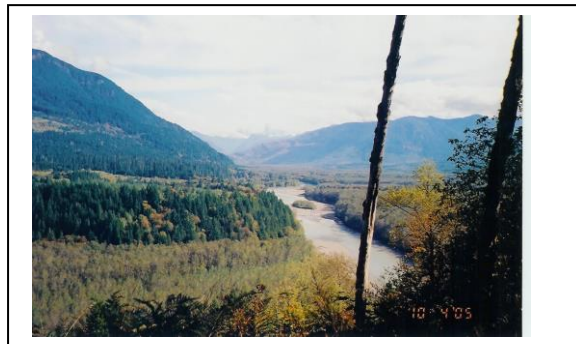
Goals: By 2017, identify and prioritize forest landscapes for treatment.
By 2019, 5000 acres will have been treated.

Natural Resource Measurable Result Objective: 200 acres will be treated to improve forest health

Programmatic Measurable Result Objective: Five forest stewardship plans developed and implemented

Funding Sources: Skagit County, Washington State Conservation Commission, Natural Resources Conservation Service, Department of Natural Resources

Activities for FY2016	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none">✓ <i>Collect data to prioritize landscapes</i>✓ <i>Provide technical assistance to develop and implement forest stewardship plans</i><ul style="list-style-type: none"><i>Write and implement five forest stewardship plans on 200 acres</i><i>Assist landowners in securing funding to implement plans</i><i>Provide outreach – co-sponsor at least one workshop on forest health</i>✓ <i>Work with NRCS to build capacity for additional forest landowner participation in joint programs</i>	June 2016	Al	.4 FTE	\$29,134	



Program Area: Land use planning/working land conversion/wildland/urban interface and intermix

Goal: By 2019, SCD will have worked with project partners and the community to ensure an additional 5000 acres of farmland are protected in perpetuity from development.

Natural Resource Measurable Result Objective: Assist Skagit County with protecting 1000 farmland acres

Programmatic Measurable Result Objective: Assist partners with securing funding to double annual farmland protection capacity

Funding Sources: Skagit County, Washington State Conservation Commission, Recreation Conservation Office, Natural Resources Conservation Service

Activities for FY2016	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none">✓ <i>Support efforts to protect and preserve prime farm and forest lands and provide opportunities to promote sustainable natural resource industries</i>✓ <i>Farmland Legacy Program (FLP)/Conservation Futures Advisory Committee Assistance and participation</i>✓ <i>Forestry Advisory Board participation</i>✓ <i>3FI participation and project implementation</i>✓ <i>RCPP participation and PDR acquisition</i>	On-going	Board Carolyn	.2 FTE	\$23,885	



Program Area: Wildland Urban Interface, Land Use, Climate Change

Goal: Provide technical and financial assistance to landowners to develop and implement defensible space strategies

Natural Resource Measurable Result Objective: Implement 3 fuels reduction projects

Programmatic Measurable Result Objective: Certify 2 Firewise Communities/USA

Funding Sources: Skagit County, Washington State Conservation Commission, Department of Natural Resources, additional funding to be determined

Activities for FY2016	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none">✓ <i>Implement the Community Wildfire Protection Plan</i>✓ <i>Seek funding to increase program capacity</i>✓ <i>Build state-wide Firewise program with partners</i>✓ <i>Facilitate climate change/wildfire discussions</i>✓ <i>Continue rain gauge program</i>	June 2016	Jenny Al Carolyn	.75 FTE	\$66,933	



Program Area: Protect, preserve, and enhance habitat for fish and wildlife

Goals: By 2018, we will work with project partners to implement recommendations of the Farm, Fish, and Flood Initiative process. In the interim, we will continue to serve landowners and operators impacting fish and wildlife habitat. We will work to get 95% of our current CREP contracts renewed by 2018.

Natural Resource Measurable Result Objective: 250 feet of stream will be fenced and/or planted

Programmatic Measurable Result Objective: 14 landowners will re-enroll in CREP

Funding Sources: Skagit County, Washington Conservation Commission, Recreation Conservation Office/Salmon Recovery Funding Board, City of Mount Vernon, additional funding to be determined

Activities for FY2015	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none">✓ <i>Implement the CREP Program</i><ul style="list-style-type: none"><i>Maintain and monitor existing easements</i><i>Perform mid-contract mgt. inspections/ report to FSA</i><i>Continue to promote the enhanced CREP program</i>✓ <i>Actively participate in Skagit Watershed Council activities</i><ul style="list-style-type: none"><i>Serve on Administrative Board</i><i>Assist with implementation projects</i><i>Assist with project review and prioritization</i>✓ <i>Implement and maintain DFI riparian projects</i>✓ <i>Provide engineering assistance to partnering agencies to implement fish and wildlife habitat projects, including lead of NW Conservation District Engineering cluster</i>✓ <i>Assist RCO/SRFB as member of technical team</i>✓ <i>Continue Backyard Conservation Stewardship Program</i>✓ <i>Coordinate with the City of Mount Vernon to perform monitoring services as requested</i>✓ <i>Conduct a Native Plant Materials Sale</i>✓ <i>Organize and support volunteer groups to participate in community wildlife habitat program</i>✓ <i>Participate in 3FI</i>	On-going	Joe: TA, Monitoring Tom: Engineering Carolyn: Policy Al: Plants	2 FTEs	\$269,430	

Program Areas: Soil Tilth, Climate Change, Habitat - Promote and implement projects to sustain adequate drainage for agricultural land

Goal: By 2019, the SCD will implement five projects under the drainage fish initiative.

Natural Resource Measurable Result Objective: 200 acres will have improved drainage

Programmatic Measurable Result Objective: One Drainage Fish Initiative project will be planned and implemented

Funding Sources: Skagit County, Washington Conservation Commission, additional funding to be secured

Activities for FY2016	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
✓ Work in partnership with Western Washington Ag to implement a minimum of one DFI project ✓ Implement soil testing program	June 2016	Joe	.1 FTE	\$50,480	

Program Area: Maintain sufficient water for adequate food production, people, and fish and wildlife

Goals: By 2017, we will implement a pilot project in the Fisher/Carpenter watershed which will have positive impacts on aquifer recharge.

Natural Resource Measurable Result Objective: One pilot project in the Fisher Basin developed resulting in water saved

Programmatic Measurable Result Objective: 5 landowners contacted and provided information on water conservation/LID

Funding Sources: Department of Ecology, Natural Resources Conservation Service

Activities for FY2016	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
✓ Seek funding for landowners to implement water conserving BMPs ✓ Continue to work with Upper Skagit Indian Tribe to develop and implement pilot project in Fisher Carpenter watershed	June 2016	Carolyn	.2 FTE	\$23,885	

Program Area: Information – Education

Goals: Provide conservation education opportunities and volunteer activities to residents of all ages throughout Skagit County, increasing knowledge of resource issues while building community stewardship.
By 2019, increase by 10% workshops from the current number for small-acreage landowners.
By 2019, co-sponsor five new seminars and workshops for producers for continuing education.
By 2019, increase by 10% the information opportunities for the public that the district provides/co-sponsors.

Natural Resource Measurable Result Objective: Practices completed by program participants tracked

Programmatic Measurable Result Objective: Annual goal increases met

Funding Sources: Skagit County, Washington State Conservation Commission, City Interlocal Agreements

Funding Sources: Washington State Conservation Commission, Skagit County

Activities For FY2016	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
✓ <i>Provide conservation education opportunities and volunteer activities:</i> <i>Arbor Day proclamation and seedling distribution</i> <i>Soil and Water Stewardship Week proclamation and poster contest</i> <i>Envirothon</i> <i>Classroom presentations</i> <i>Sixth Grade Tour</i> <i>Watershed Masters</i> <i>Biannual newsletter</i> <i>Update District brochures and fact sheets</i> <i>Displays at local events including Skagit County Fair, Festival of Family Farms, Mount Vernon Science Night</i> <i>Conduct Stormwater Poster contests in Mount Vernon, Anacortes, Sedro-Woolley, and urban Skagit County</i> <i>Treeture appearances</i> <i>Coordinate volunteer activities</i>	June 2016	Kristi: Adult program Cindy: Youth Program Jenny: Print media	.75 FTE	\$91,433	

Program Area: District Operations

Goals: Through 2019, maintain adequate, stable, long-term funding for Skagit Conservation District programs.
Through 2019, the Skagit Conservation District will continue to be in compliance with policies, procedures, and legal requirements.

Natural Resource Measurable Result Objective: Natural resource program results are tracked and reported

Programmatic Measurable Result Objective: The Skagit Conservation District meets statutory, administrative and fiscal responsibilities

Funding Sources: Washington State Conservation Commission, Skagit County

Activities For FY2016	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none">✓ <i>Meet statutory, administrative and fiscal responsibilities</i>✓ <i>Maintain Good Governance Standing</i>✓ <i>Provide leadership and professional development opportunities for Board of Supervisors and staff</i>✓ <i>Recognize those, including volunteers, who have made a positive contribution toward the protection, enhancement or preservation of Skagit County's natural resources</i>✓ <i>Update policies and procedures as appropriate</i>✓ <i>Provide regular progress and performance evaluation on District programs and employees</i>✓ <i>Maintain current land use and program data bases</i>✓ <i>Continue to utilize an effective public relations program</i>✓ <i>Maintain contact with local, state, and national representatives, both public and private</i>✓ <i>Coordinate with other districts to leverage resources to implement mutually beneficial programs</i>✓ <i>Work to secure adequate and stable funding</i>✓ <i>Maintain an effective and efficient office environment</i>	June 2016	Board Carolyn Denise Cora Carla	1.95 FTEs	\$272,503	



Skagit Conservation District FY2016 (7/1/15 – 6/30/16) Annual Budget

Revenues	
Conservation Commission	\$ 655,233.00
Resource Conservation Office	\$ 40,000.00
Interlocals	\$ 70,000.00
Skagit County	\$ 298,000.00
NRCS	\$ 25,000.00
DNR	\$ 5,000.00
PSP	\$ 5,000.00
Sales	\$ 25,000.00
Misc. contracts	\$ 25,000.00
Sales Tax	\$ 2,000.00
Donations	\$ 2,000.00
Interest	\$ 1,000.00
Total Income	\$1,153,233.00

Expenses	
Salaries/Benefits	\$ 712,000.00
Rent/Utilities	\$ 75,000.00
Goods and Services	\$ 75,000.00
Travel/training	\$ 25,000.00
Equipment	\$ 5,000.00
Sales Tax	\$ 2,000.00
Professional Services	\$ 45,000.00
Items for Resale	\$ 16,000.00
Cost share	\$ 130,000.00
Taxes/Licenses	\$ 675.00
Retire Debt	\$ 31,000.00
Reserve	\$ 36,558.00
Total Expense	\$ 1,153,233.00